

Hanbury C. of E. First School  
**Person Specification for Teaching Assistant**

Essential	Desirable
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Minimum grade A-C (or equivalent) in GCSE English and Maths.</li> <li>• Hold a recognised and relevant NVQ level 2 qualification or above or be able to demonstrate equivalent knowledge, experience and skills</li> </ul>	<ul style="list-style-type: none"> <li>• Further qualifications and/or studies relevant to the primary age range</li> <li>• First Aid Training to include paediatric level 3</li> </ul>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Knowledge of the National Curriculum and progression of children</li> <li>• Be able to demonstrate experience of or training within primary education</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in KS2</li> </ul>
<p><b>Knowledge and Skills</b></p> <ul style="list-style-type: none"> <li>• A secure understanding of the processes by which children learn.</li> <li>• Understanding the needs of learners including more able and children with SEND.</li> <li>• Competent in the use of ICT</li> <li>• Understanding of assessment, including marking and feedback</li> <li>• To be able to apply consistent behaviour management strategies within the framework of our behaviour policy</li> <li>• Model high expectations through building and maintaining positive relationships.</li> <li>• Can work effectively within a team</li> <li>• Can transfer theory/training into practice</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of a whole school approach to improvement and raising standards</li> <li>• An understanding of the personalised learning approach</li> <li>• Confidence to be proactive in offering ideas</li> </ul>
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• A commitment to our school vision 'Flourishing Through Love and Nurture'</li> <li>• Calm under pressure and patience.</li> <li>• A commitment to working co-operatively in a team situation.</li> <li>• Energy, enthusiasm, flexibility and endurance.</li> <li>• A positive approach to school life</li> <li>• A commitment to high quality learning and standards.</li> <li>• A commitment to the role of parents as co-educators.</li> <li>• An ability to use initiative and embrace change with enthusiasm and a positive outlook</li> <li>• Reliability and integrity</li> </ul>	
<p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>• A willingness to attend courses and training which further school development as well as personal goals.</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of current development in Primary education.</li> </ul>